

COPSOQ in France: observed results according to the size of the company

Christine Bocéréan

Emilie Dupret

1/

CONTEXT



Context

- Few data of comparison available in French population because of the recent introduction of the COPSQ in France
- Necessity of having a diversified sample (not only our client)
- Study proposed to various Occupational Health Services of Paris and the surrounding area: four of them agreed to participate
- 1745 employees answered between December, 2011 and March, 2012
- The results according to the size of the company criteria seemed to us interesting

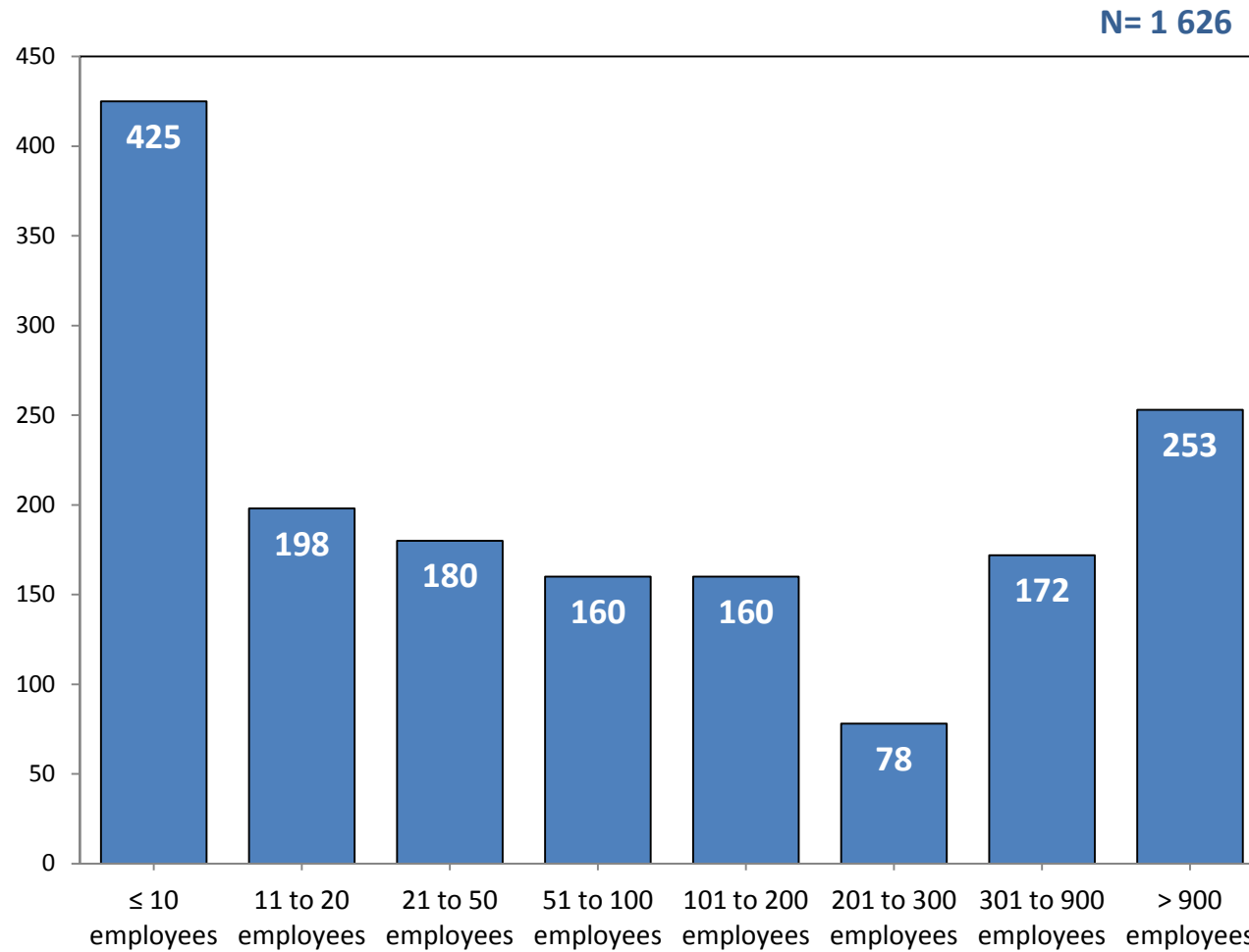


2/

ANALYSIS ACCORDING TO THE SIZE OF THE COMPANY



Analyzed sample: number of employees by company



What is the size of your company? (N = 1 626)

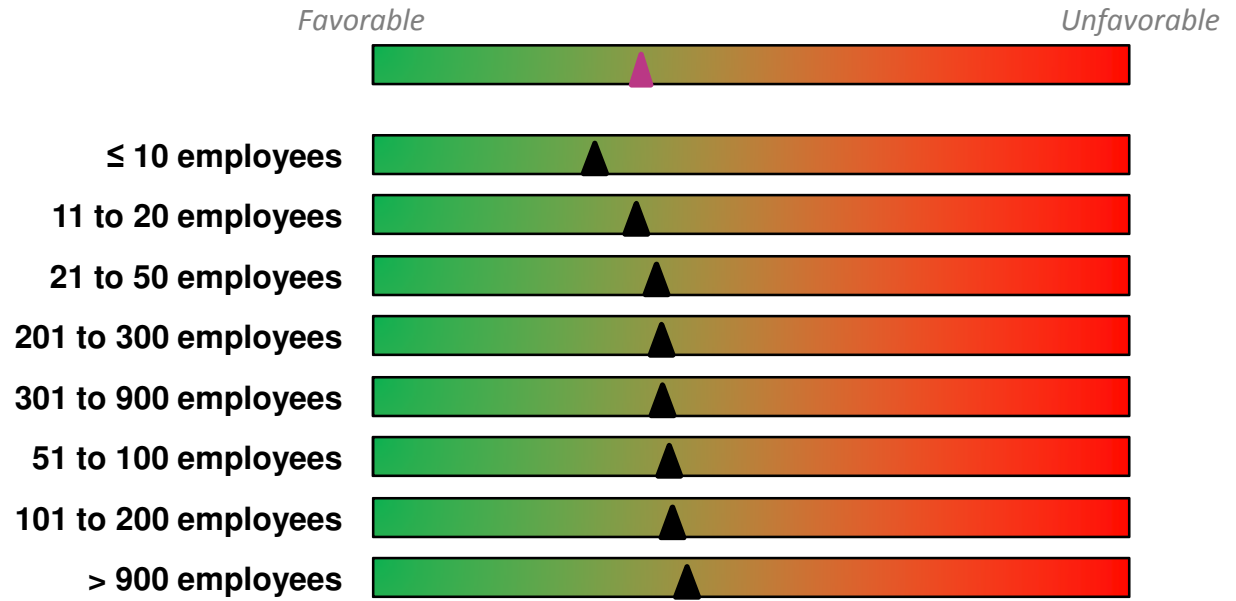
Analysis of the indicators of the psychosocial environment

COPSOQ scales	≤10 employ. (N=425)	11-20 employ. (N=198)	21-50 employ. (N=180)	51-100 employ. (N=160)	101-200 employ. (N=160)	201-300 employ. (N=78)	301-900 employ. (N=172)	> 900 employ. (N=253)
Quantitative demands	×							×
Work pace	×							×
Cognitive demands								
Influence at work	×							×
Possibilities for development								
Predictability	×				×			
Rewards	×		×		×			
Role clarity	×				×			
Justice	×						×	
Role conflicts	×			×	×			
Quality of leadership from superior								
Social support from superior	×						×	
Vertical trust	×						×	
Social support from colleagues	×				×			
Mutual trust between employees	×				×			
Commitment to the workplace								
Satisfaction at work	×						×	
Meaning of work	×							×
Self-rated health								
Emotional demands	×				×			×
Burnout								
Stress	×							×
Work / family conflict	×				×			×
Job insecurity	×							×



Quantitative demands (work load) evaluation

SIZE OF THE COMPANY



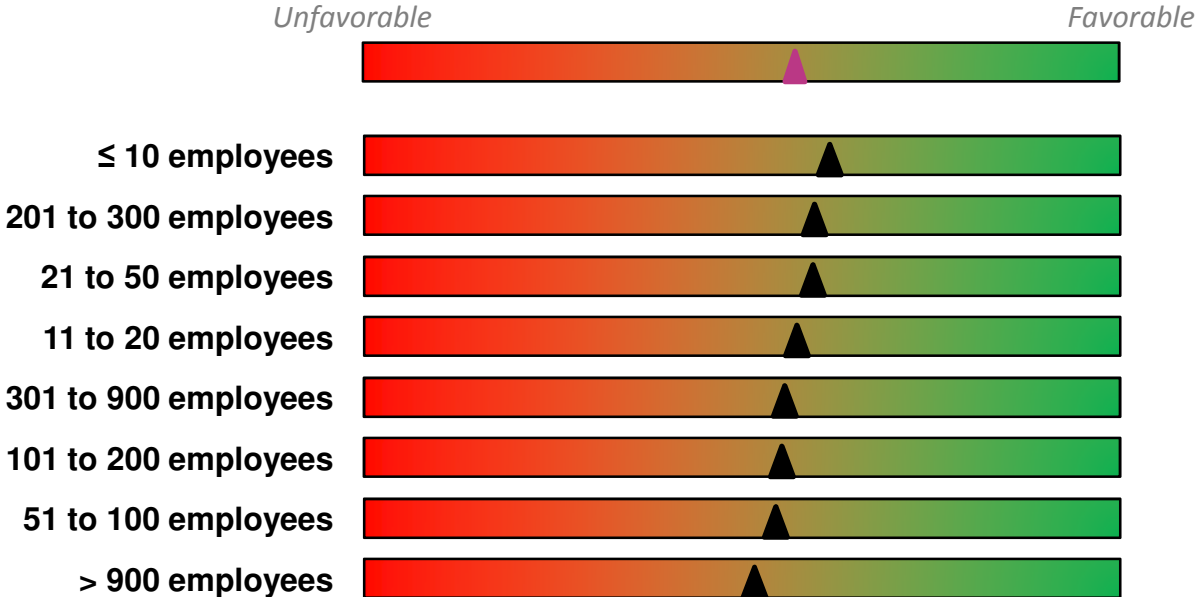
Work pace evaluation

SIZE OF THE COMPANY



Influence at work evaluation

SIZE OF THE COMPANY



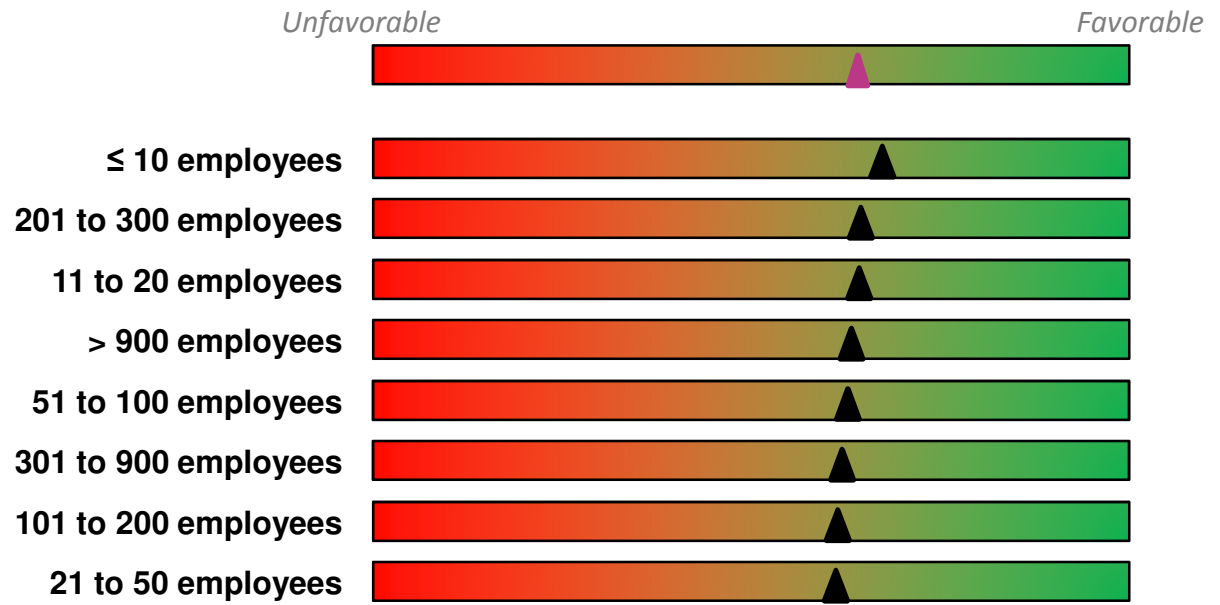
Predictability evaluation

SIZE OF THE COMPANY



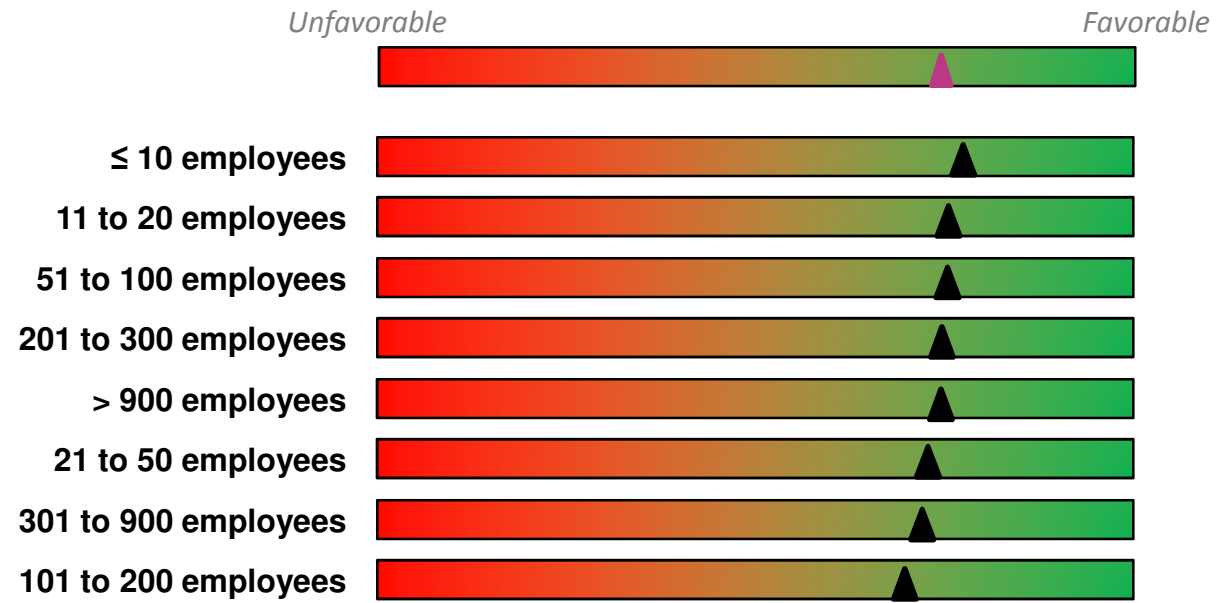
Rewards evaluation

SIZE OF THE COMPANY



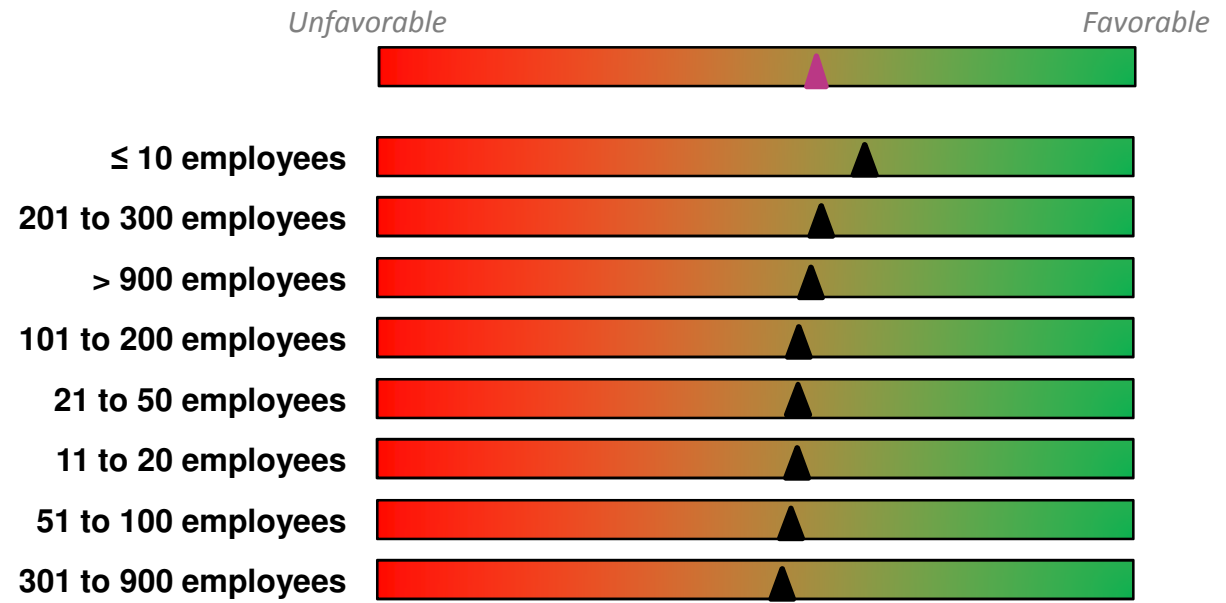
Role clarity evaluation

SIZE OF THE COMPANY



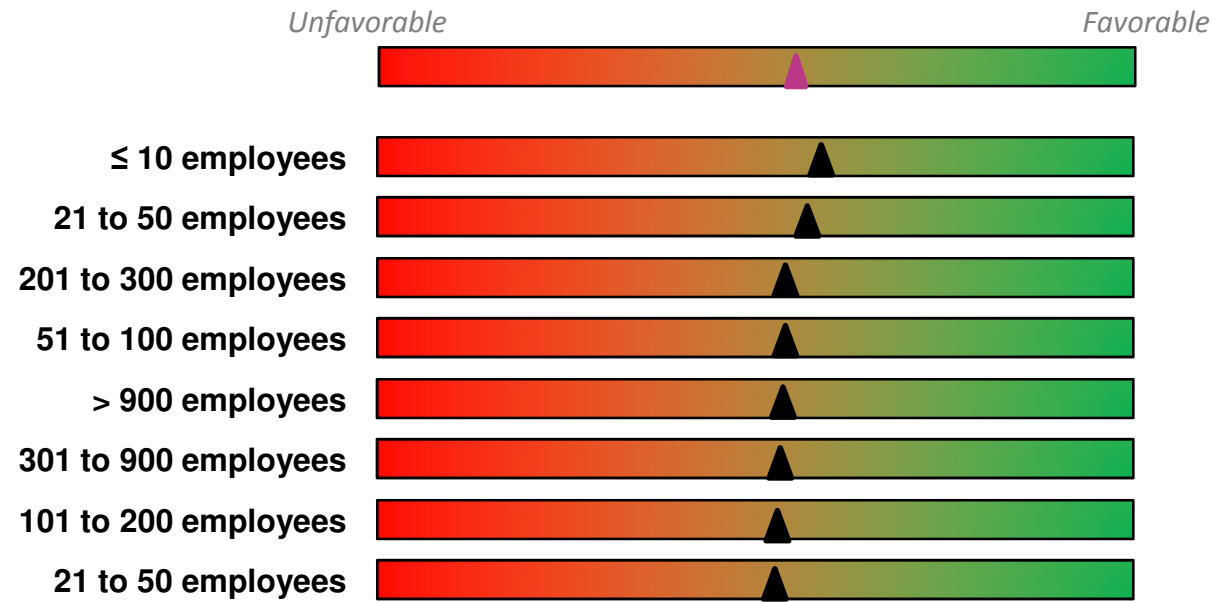
Justice evaluation

SIZE OF THE COMPANY



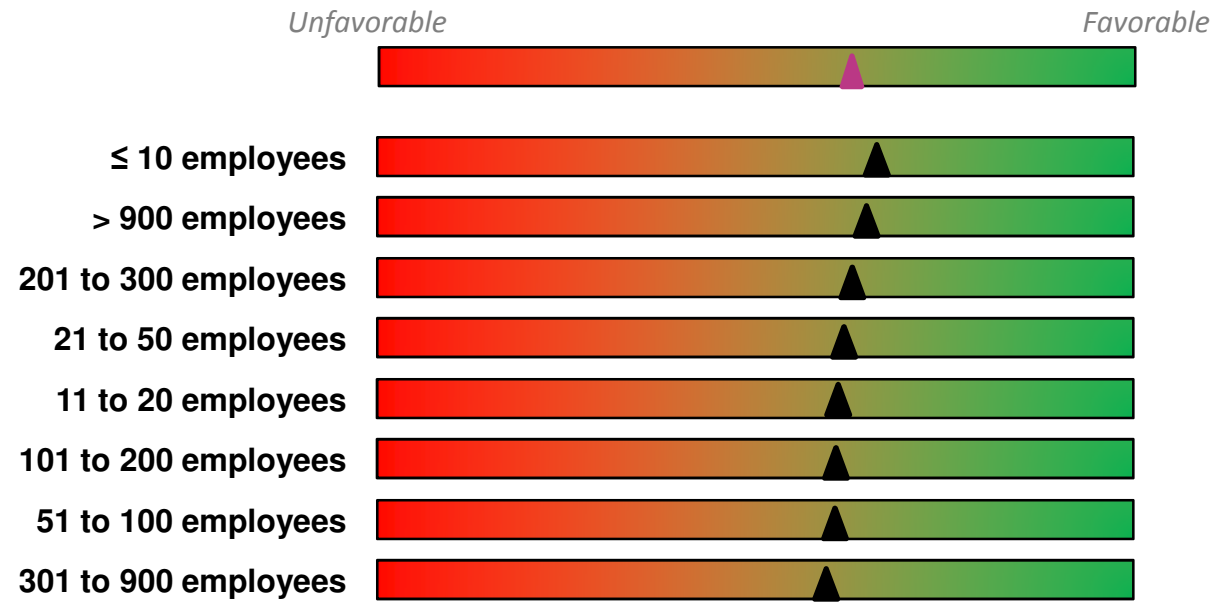
Role conflict evaluation

SIZE OF THE COMPANY



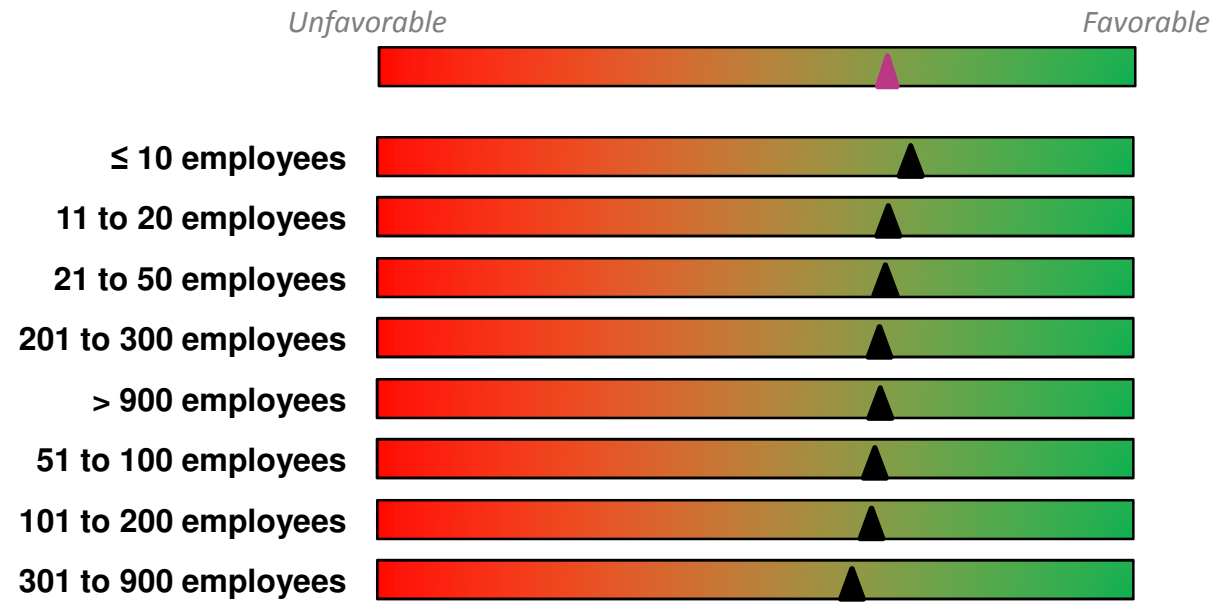
Social support from superior

SIZE OF THE COMPANY



Vertical trust evaluation

SIZE OF THE COMPANY



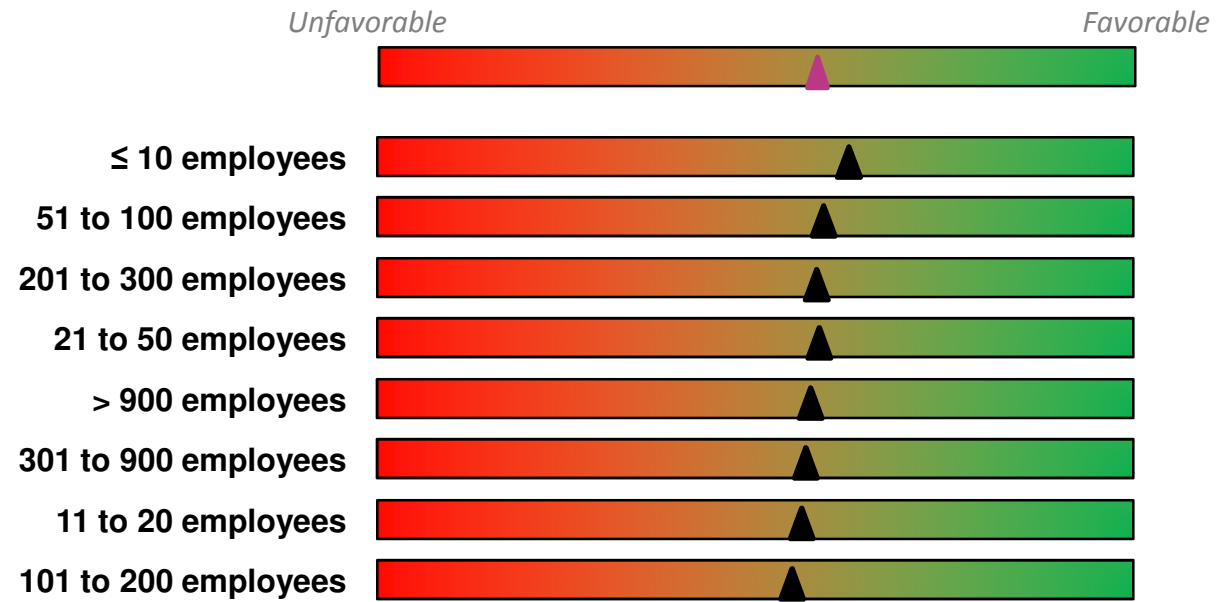
Mutual trust between employees evaluation

SIZE OF THE COMPANY



Social support from colleagues evaluation

SIZE OF THE COMPANY



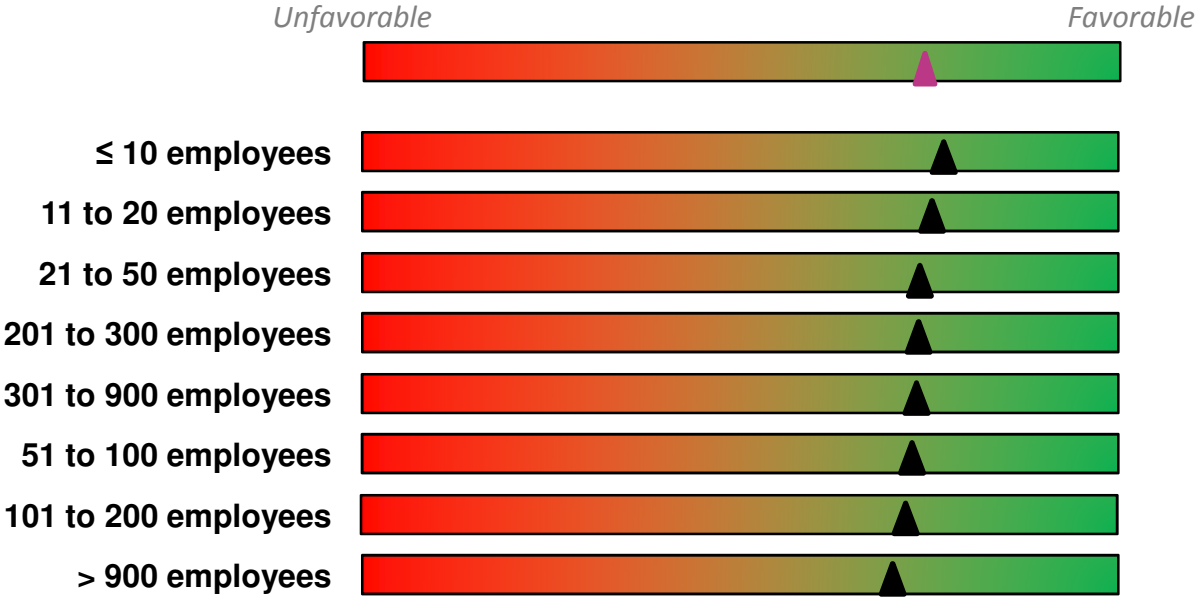
Satisfaction at work evaluation

SIZE OF THE COMPANY



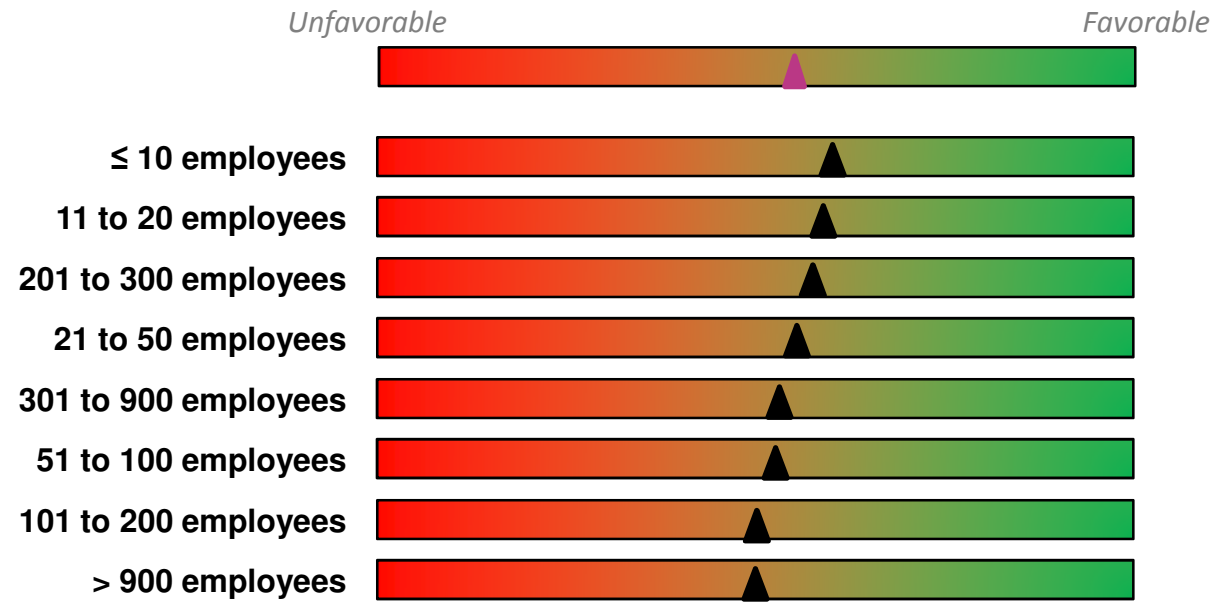
Meaning of work evaluation

SIZE OF THE COMPANY



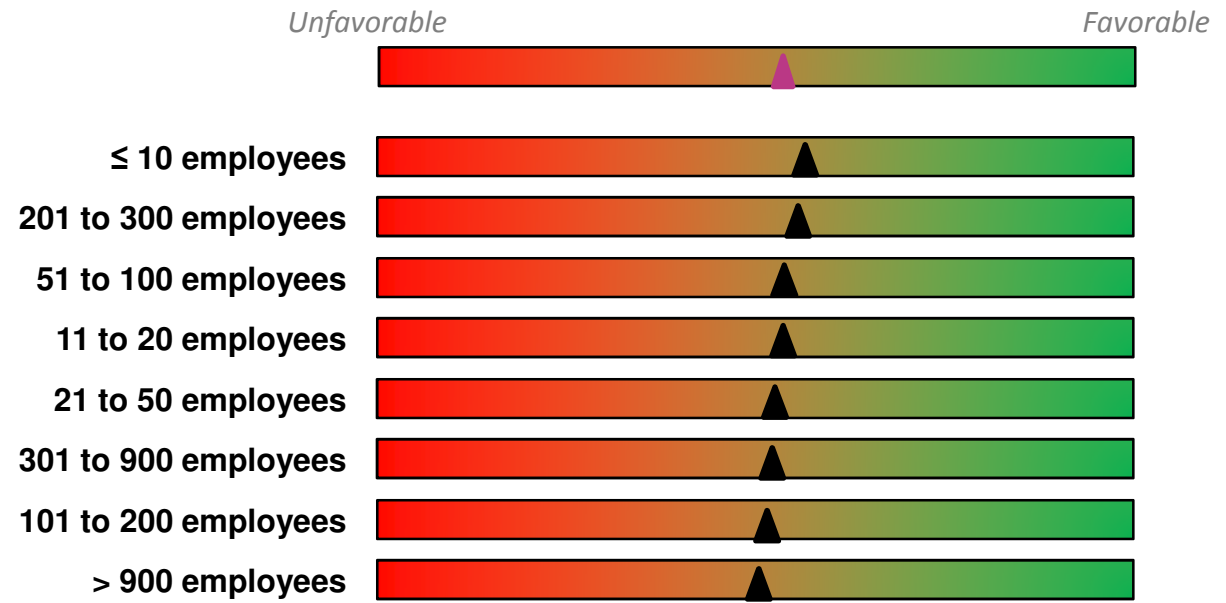
Emotional demands evaluation

SIZE OF THE COMPANY



Stress evaluation

SIZE OF THE COMPANY



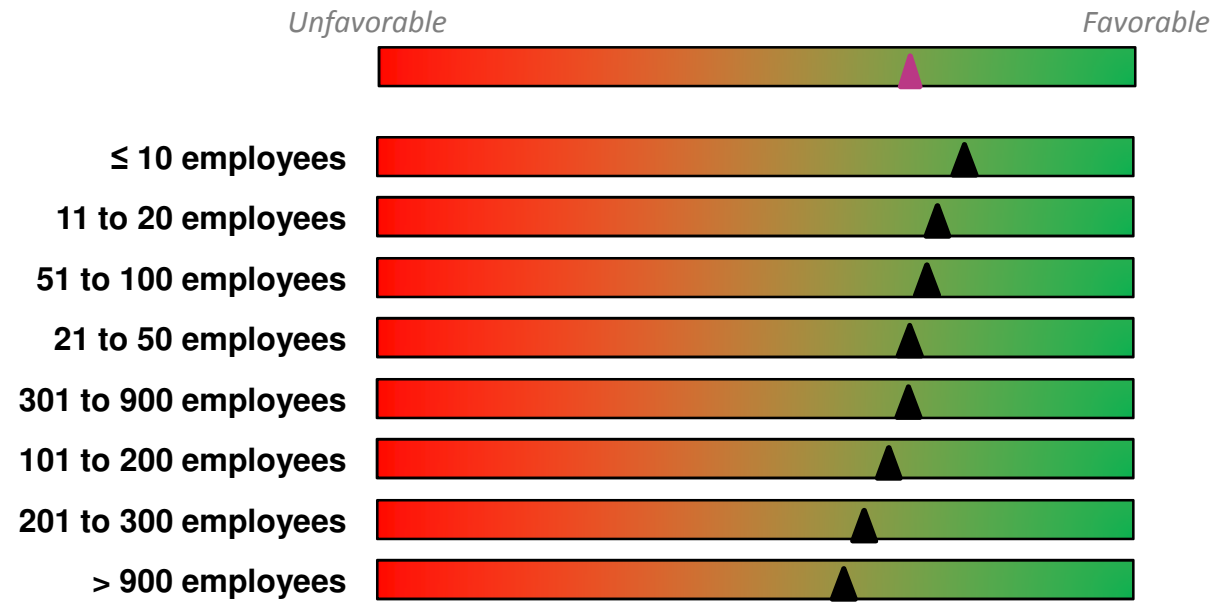
Family-work conflict evaluation

SIZE OF THE COMPANY



Job insecurity evaluation

SIZE OF THE COMPANY



3/

RESULTS AND DISCUSSION



Results and comparison 1/2

- Very Small companies (≤ 10 employees), represented by 26 % of our sample, distinguish themselves favorably from other structures, in particular those of more than 100 employees, on many organizational and relational indicators
- Few available data according to the size of the establishment
- European study led in 2008 by EU-OSHA: Enterprise survey on new and emerging risks (ESENER) shows similar results on some common dimensions
 - Higher stress perception in company with 500 and more employees (72% « major concern » vs. 46% in 10 to 19 employees companies)
 - 63% feel work pace in bigger companies vs. 48% in smaller ones (10 to 19 employees)
 - Small companies (10-19 employees) perceive less frequently a bad cooperation between colleagues (28%)
 - The small structures raise fewer problems in the relations between the superiors and the employees (25% vs. 64% within bigger companies)



Results and comparison 2/2

- French study led in 2006 by various institutional and ministerial actors within companies with 10 and more employees: Changement Organisationnels et Informatisation (C.O.I.)
 - “All the indicators of the psychosocial risks except one (the dimension "insecurity of the employment") conclude in the fact that it is better, for an employee, to be in a small company of 50 employees in most”
 - “Those who are in companies from 51 to 250 employees are the most concerned by the dimensions "value conflicts" and " social relationships and relations in the work ””
 - “The employees who are in companies from 251 to 500 employees are the most concerned (in a unfavorable way) by the dimension "autonomy and leeway””
 - “Those who are in companies of more than 500 employees are the most concerned by dimensions " requirements of the work " and " emotional requirements ””



Discussion

- Why ?
 - Is it because there are fewer psychosocial risks exposure in smaller companies?
 - ESENER study shows that smaller companies are more numerous not to have organized prevention plans and wonders if it is about a real absence of risk or about a lower level of raising awareness
 - « Healthy Worker Effect »?
 - Two components in HWE that could shows some analogies: healthy hire effect and healthy survivor effect
 - Could we make the hypothesis that workers who do not adhere to the culture and policy of the company (in the broad sense) do not stay ?

